

MINUTES OF THE
PERSONNEL COMMITTEE
MONDAY, APRIL 23, 2007

At a meeting of the **Personnel Committee**, held Monday, April 23, 2007, in the Board Room, on the 9th Floor of the Administration Building, Mt. Clemens, the following members were present:

Camphous-Peterson-Chair, Brdak, Brown, Bruley, Crouchman, DeSaele, DiMaria, Doherty, Drolet, Duzyj, D. Flynn, J. Flynn, Gielegghem, Haggerty, Lund, Mijac, Rengert, Roberts, Rocca, Sauger, Slinde, Switalski, Szczepanski, Tocco, Torrice and Vosburg.

There being a quorum of the committee present, Chair Camphous-Peterson called the meeting to order at 9:05 a.m.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was recited.

AGENDA

Chair Camphous-Peterson noted a correction for agenda item #11 (contract ratification) and said it should be two years instead of three.

MOTION

A motion was made by Szczepanski, supported by J. Flynn, to adopt the agenda, as amended. **The Motion Carried.**

PUBLIC PARTICIPATION

Phil Frame, Director, Office of Public Affairs

Mr. Frame spoke in support of the salary adjustment for the Public Affairs Specialist position that was postponed last month. He stated that the current employee will be leaving at the end of this week to go to another department and he felt it is necessary to have the appropriate pay grade when the vacancy is posted.

RECOGNIZE RECENT RETIREES

The following individuals were present:

Marilyn Stewart	28 years 1.8 months
Doug Blake	14 years 9.5 months

The following individuals were unable to be present:

Michael Cory	27 years 6 months
Denise Vargo	8 years 7.2 months
Richard Mielke	26 years
Barbara Schultz	16 years 9.7 months
Dennis Brovont	13 years .8 months
Mary Catellane	21 years 8.8 months
Joanne Swensen	22 years 10.6 months

VACANCY RECONFIRMATIONS

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY SLINDE, SUPPORTED BY RENGERT, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE THE RECONFIRMATION OF THE FOLLOWING VACANCIES:

TWO JAIL POPULATION SPECIALISTS	COMMUNITY CORRECTIONS
ONE DICTATION CLERK	FRIEND OF THE COURT
ONE COMMUNITY HEALTH TECHNICIAN	HEALTH
ONE PROGRAM MANAGER	HEALTH
ONE CASE MANAGER	MACOMB/ST. CLAIR EMPLOYMENT & TRAINING AGENCY
ONE 1 ST DEPUTY REGISTER	PROBATE COURT – WILLS & ESTATES
ONE CHIEF INVESTIGATOR	PROSECUTING ATTORNEY

Commissioner J. Flynn referred to the interview form submitted by an employee from Probate Court who is retiring, but expressed concern with the workload, and asked Mr. Herppich to look into that.

Commissioner Slinde referred to one of the interview forms that commended an employee and felt that should be placed in their personnel file. Mr. Herppich said he can ask the employee to write a separate document for that purpose.

Chair Camphous-Peterson called for a vote on the motion and **THE MOTION CARRIED.**

2007 SUMMER PROGRAM ALLOCATION

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY RENGERT, SUPPORTED BY DeSAELE, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE THE 2007 SUMMER PROGRAM ALLOCATION AS RECOMMENDED BY THE HUMAN RESOURCES DEPARTMENT ACTING DIRECTOR IN AN APRIL 12, 2007 CORRESPONDENCE.

A discussion took place about the criteria that was used to determine the allocation of positions.

Commissioner Doherty expressed her concern with the lack of criteria that was presented and some of the recommendations.

Commissioner DiMaria asked if there is a line on the form asking if they are related to any employee and Mr. Herppich replied no, but indicated that could be added. He said they have been accepting applications since last month so some may not include that.

Commissioner Mijac suggested that a student intern program be considered.

Commissioner Slinde noted that this was reviewed last year in order to save money and she hoped that the individuals hired are on a need basis.

Brief discussion ensued regarding what has happened in the past and how the program has been changed and the number decreased based on need and budget concerns, etc.

A ROLL CALL VOTE WAS TAKEN AS FOLLOWS:

VOTING YES WERE BROWN, CROUCHMAN, DeSAELE, DROLET, J. FLYNN, HAGGERTY, LUND, RENGERT, ROCCA, SAUGER, SLINDE, SWITALSKI, VOSBURG, DUZYJ AND CAMPHOUS-PETERSON. THERE WERE 15 “YES” VOTES.

VOTING NO WERE BRDAK, BRULEY, DiMARIA, DOHERTY, D. FLYNN, GIELEGHEM, MIJAC, ROBERTS, TOCCO AND TORRICE. THERE WERE 10 “NO” VOTES.

THE MOTION CARRIED.

RE-TITLING OF TWO POSITIONS IN OFFICE OF PROSECUTING ATTORNEY

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DiMARIA, SUPPORTED BY SLINDE, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE THE RE-TITLING OF TWO POSITIONS IN THE OFFICE OF PROSECUTING ATTORNEY: ONE CHIEF OF SPECIAL UNITS & HOMICIDES TO CHIEF OF CIRCUIT COURT & SPECIAL UNITS AND ONE ASSISTANT PROSECUTOR IV TO CHIEF OF HOMICIDES. **THE MOTION CARRIED.**

RECLASSIFICATION OF ONE VACANT TYPIST CLERK IV POSITION TO TYPIST CLERK III IN CIRCUIT COURT-JUVENILE DIVISION AND RECONFIRMATION OF VACANCY

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY MIJAC, SUPPORTED BY J. FLYNN, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE THE RECLASSIFICATION OF ONE VACANT TYPIST CLERK IV POSITION TO TYPIST CLERK III AND RECONFIRM THE VACANCY IN THE CIRCUIT COURT DEPARTMENT – JUVENILE DIVISION. **THE MOTION CARRIED.**

EXECUTIVE SESSION TO DISCUSS LABOR NEGOTIATIONS

Mr. Brumbaugh requested that the Executive Session include discussion of his April 20, 2007 confidential memorandum regarding an unfair labor practice charge.

MOTION

A motion was made by Mijac, supported by DeSaele, to enter into Executive Session for the purpose of discussing labor negotiations and an April 20, 2007 confidential memorandum provided by Corporation Counsel regarding an unfair labor practice charge.

A roll call vote was taken as follows:

Voting Yes were Brdak, Brown, Bruley, Crouchman, DeSaele, DiMaria, Doherty, Drolet, D. Flynn, J. Flynn, Gielegghem, Lund, Mijac, Rengert, Roberts, Rocca, Sauger, Slinde, Switalski, Tocco, Torrice, Vosburg, Duzyj and Camphous-Peterson. There were 24 “Yes” votes.

The Motion Carried.

In accordance with the motion, committee entered Executive Session at 9:55 a.m., with it concluding at 12:18 p.m.

MOTION

A motion was made by Doherty, supported by Slinde, to suspend the rules to allow a motion to be made for the hiring of a law firm to represent Macomb County regarding an unfair labor practice charge by AFSCME. **The Motion Carried.**

**HIRING OF LAW FIRM TO REPRESENT MACOMB COUNTY REGARDING
AN UNFAIR LABOR PRACTICE CHARGE BY AFSCME**

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY SLINDE, SUPPORTED BY SAUGER, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS CONCUR IN THE RECOMMENDATION OF CORPORATION COUNSEL REGARDING AN UNFAIR LABOR PRACTICE CHARGE, AS OUTLINED IN AN APRIL 20, 2007 CONFIDENTIAL MEMORANDUM. **THE MOTION CARRIED WITH ROBERTS ABSTAINING.**

**RATIFICATION OF TWO YEAR LABOR AGREEMENT WITH SERVICE
EMPLOYEE'S INTERNATIONAL UNION, LOCAL 79 (FROM 1-1-06 THRU
12-31-07)**

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY SAUGER, SUPPORTED BY J. FLYNN, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE RATIFICATION OF A TWO YEAR LABOR AGREEMENT WITH SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 79, FROM JANUARY 1, 2006 THROUGH DECEMBER 31, 2007. **THE MOTION CARRIED WITH SWITALSKI ABSTAINING.**

ADJOURNMENT

MOTION

A motion was made by Duzyj, supported by Crouchman, to adjourn the meeting at 12:20 p.m. **The Motion Carried.**

Corinne Bedard
Committee Reporter